

Summer, 1989

NEWSLETTER



Missouri

State

Board of
Nursing

Post Office Box 656
3524A North Ten Mile Drive
Jefferson City, MO 65102
(314) 751-2334

BOARD MEMBERS

NAME	TITLE	TERM EXPIRES
Joyce Neaves, R.N.	President	06/01/89
Peggy Ellis, R.N.	Secretary-Treasurer	06/01/90
Patricia Alft, R.N.	Member	06/01/92
Brenda Ernst, R.N.	Member	06/01/89
Jacqueline Hartz, R.N.	Member	06/01/88
Marilyn Jacobs, R.N.	Member	08/13/92
Barbara Keay, L.P.N.	Member	06/01/92
Shael Lawson, L.P.N.	Member	06/01/89
Walter Rarrick	Public Member	08/16/90

PROFESSIONAL STAFF MEMBERS

NAME	TITLE
Florence Stillman, R.N.	Executive Director
Carol Hartigan Tharp, R.N.	Associate Executive Director
Melinda Sanders, R.N.	Discipline Coordinator
Vada Arrowood, R.N.	Nursing Education Coordinator

OFFICE STAFF

NAME	TITLE
Pam Groose	Administrative Assistant
Tracy Choisser	Secretary to Executive Director/Secretary III
Liane Pierson	Secretary to Nursing Education Coordinator/Secretary II
Linda Strobel	Account Clerk
Lori Scheidt	Licensure Section Coordinator/Clerk Typist III
Sandy Sebastian	Complaints/Discipline Section Clerk/Clerk Typist II
Connie Limbach	Licensure Section Clerk/Clerk Typist II
JoAnn Hanley	Licensure Section Clerk/Clerk Typist II
Roxanne Seymore	Receptionist/Clerk Typist II
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Terry Conner	Licensure Section Clerk/Clerk Typist II
Pam Eiken	Licensure Section Clerk/Clerk Typist II

PLEASE DISTRIBUTE THIS NEWSLETTER WIDELY AND ...
REPRODUCE IT AS YOU WISH.

PHILOSOPHY FROM FLO



FLORENCE STILLMAN
EXECUTIVE DIRECTOR

The Missouri Nursing Practice Act establishes the Board of Nursing with a stated duty of designating as "accredited" such programs as meet the requirements of the law and the rules and regulations enacted pursuant thereto. One set of rules and regulations promulgated by the Board of Nursing to assist in enforcing the law are called Minimum Standards for Accredited Programs. There are standards for Practical Nursing Programs and for Professional Nursing Programs that are separate and distinct from each other, although they are very similar in wording.

As with all such things, and maybe especially with standards, if not reviewed regularly and appropriate changes made as needed they become useless pieces of baggage. Useless baggage is certainly an apt analogy to use when referring to something which has become outdated and inappropriate, unclear and in part unnecessary. In order to prevent this, they must be reviewed on a regular basis. Toward this end, the Board of Nursing has established a Task Force for studying the Minimum Standards for Professional Programs and is working on reviewing and revising those rules and regulations. There are portions that have become excess baggage. The Minimum Standards for Programs of Practical Nursing will no doubt be considered next.

One particular portion of the current Minimum Standards that has cause for consideration by the Task Force is a section under Conditional Accreditation which states "Programs shall receive a letter of warning when State Board Test Pool Examination failures of first time candidates exceed twenty-percent (20%) and mean scores fall below one (1) standard deviation above the passing score. Two (2) consecutive letters of warning shall result in the program being placed on conditional accreditation status".

One erroneous interpretation of that wording is as follows: because failure rate is the only reason stated in the rules for a program to receive a letter of warning it is assumed to be the only criterion upon which to base the quality of a nursing program. Closely following that conclusion is then the undesirable, educationally unsound idea that one must teach to the exam, and that a particular program is the best by comparison merely because it had a 100% pass rate on the exam. There are several variables to consider when judging quality and to base that judgement on only one would be misleading, certainly uninformed and entirely inappropriate.

I have no intention of giving the impression that the Board of Nursing and staff use only the one criterion of pass rate on exams as the basis for judgement. There are several considerations, none of which are listed in the reasons for issuing a warning in the current rule. Therefore, I believe the emphasis has been strongly and inappropriately placed in the current rule. It

PHILOSOPHY FROM FLO CONTINUED

is time to change the rule to reflect reality, to encourage sound principles of education and appropriateness in judging the quality of a program by removing that statement.

Think about it, have an open mind and, if you want to discuss the idea further to help you formulate an opinion, call me.



EXAMINATION DATES AND DEADLINES



<u>TYPE</u>	<u>DATE(S)</u>	<u>LOCATION</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
NCLEX-RN	07/11/89 - 07/12/89	University Plaza Trade Center Springfield, Missouri	05/16/89	05/26/89
NCLEX-PN	10/25/89	University Plaza Trade Center Springfield, Missouri	08/30/89	09/10/89
NCLEX-RN	02/06/90 - 02/07/90	University Plaza Trade Center Springfield, Missouri	12/12/89	12/22/89

COMMENTS FROM CAROL



CAROL HARTIGAN THARP
ASSOCIATE EXECUTIVE DIRECTOR

By the time you read this newsletter, I sincerely hope that all RN's and LPN's who wished to renew their Missouri licenses for the 89-90 renewal period have had success in doing so. The annual renewal period is a very frantic time for all involved, from licensees, to employers, to the Board of Nursing. The Board office receives approximately 200 calls each day with inquiries concerning renewal from around the first of April through the middle of June. And letters, do we get letters ! I'd like to share some of the most common questions and concerns received by this office during the renewal period.

To understand the renewal process, it is important to review a little history. Until the 1982-1983 renewal period, license renewal was a process which each Missouri licensing board accomplished individually. Each board developed their own forms, timelines, policies and procedures to accomplish this annual task. The individual boards mailed out their own forms at a time of their choosing, the forms and fees were received in the office of each board, and licenses were typed and issued by board staff.

In 1981, during the 81st General Assembly, Senate Bill 16 transferred control of the license renewal process away from individual boards to the Division of Professional Registration, where it remains today. It was felt by the legislature that if duplication of services was eliminated, the renewal process would be more efficient. Senate Bill 16 established the following responsibilities for the director of the Division of Professional Registration concerning renewal licensure:

- * The director of the division would establish the renewal dates for each board or commission assigned to the division.
- * The director was authorized to prescribe the forms which would be used for annual renewal by each board.
- * The division would provide the clerical staff and financial management to issue renewal licenses.

The division of professional registration administrative and clerical staff are funded by money appropriated to the division from each licensing board by the general assembly. In simple terms, a portion of the fees collected by each board from its licensees supports the division of professional registration.

Armed with this bit of history, it is easier to understand exactly how annual renewal takes place. The division director establishes the date on which the renewal forms will be mailed to licensees. The renewal form is developed by the division, with input from each board. The renewal notices are mailed out by the division. When an individual licensee mails in the renewal form and check, IT IS NOT SENT TO THE OFFICE OF THE MISSOURI STATE BOARD OF NURSING. Renewal notices and fees are sent to the Cash Receiving Room (CRR) of the Division of Professional Registration. Therefore, when a nurse calls our office and asks if we have received her fee, we are unable to answer that question.

COMMENTS FROM CAROL CONTINUED

As renewals are received in CRR, they are batched by date received and processed in date order. As envelopes are opened and processed, the clerical staff in CRR will enter onto the computer system the date and amount of fee received, as well as any requested name and address changes. At this point, we do have the capability in the Board of Nursing office to check our computer and see if a fee has been received and a license issued. It is important to keep in mind that Nursing is one of the largest professional boards; therefore, given the staff available to process renewals, it is impossible to open envelopes and do data entry on the same day that they are received. There may be a time lapse of as much as three weeks between receipt of a renewal and data entry onto the computer system. When a nurse requests a name and/or address change, this lengthens the time it takes to process the renewal because of the additional data entry required. During the previous year renewal period, nursing had approximately 15,000 name and/or address changes; many more than any other professional licensing board. This time delay is why the renewal notices this year stated that RN's needed to renew by April 1 and LPN's by May 1, a full month before the expiration of their current licenses. To ease this problem, this year the Board of Nursing expended its funds to hire a full time data entry person to work in the CRR throughout the renewal period to do name and address changes.

Now for some of the most frequent questions:

- Q. Why is the Board of Nursing so slow in processing our renewals this year ?
- A. See above. Additionally, each year the number of licensees increases, necessitating additional time to accomplish the process within the same time frame.
- Q. Why can't you tell me if my renewal has been received ? Why can't you go get it and take care of it now ?
- A. The renewals are not in the Board office. Unopened renewals are sorted by date received, not by license number or name; it would be a needle-in-haystack process to locate a specific renewal in a stack of tens of thousands of unopened forms.
- Q. What am I supposed to do if I don't get my license by the expiration date of my current license ?
- A. If a fee has been received and a license has been or is in the process of being printed, and that data is available to the Board of Nursing office on our computer terminal, we can provide telephone verification of license renewal to a nurse or to an employer. If a nurse requires written proof of current licensure they may request a verification form from our office which is an official document bearing the Board seal indicating that a license has been issued.

COMMENTS FROM CAROL CONTINUED

- Q. If the CRR doesn't open my renewal until after the expiration date, will I be charged a late fee ?
- A. As long as a nurse has made a good faith attempt to renew, and the renewal is postmarked before the cutoff date, there is no penalty fee. However, if the renewal is not opened, we will be unable to verify a current license. Thus the urging to renew very early so that you will not be caught in a last minute rush.
- Q. What is the Board of Nursing staff doing during the renewal period?
- A. The Board staff is extremely busy answering telephone calls concerning lost renewals, renewals which were not received, mailing duplicate renewal notices, processing late renewals, mailing and processing lapsed petitions for nurses who forgot to renew the previous year, providing licensure verifications for employers and individuals, and dealing with the angry public.
- Q. Why can't the Board of Nursing take back responsibility for processing renewals on its own licensees ?
- A. At this time, Missouri statutes require that renewals will be processed centrally by the division of professional registration. To change this would necessitate a change in the law. It is the right of every citizen of Missouri to contact their legislator with their concerns about the renewal process. Without a change in the law as it currently is written, it is not within the authority of the Board of Nursing to exercise any more control over the renewal process than currently exists.

As a consumer of a state service, it is also your right to forward any concerns or suggestions related to the renewal process to the agency which is accountable for the implementation of this statutory mandate. You may address your comments to Gregg Hartley, Director, Division of Professional Registration, 3523 North Ten Mile Drive, Jefferson City, MO 65102.

PROFESSIONAL MINIMUM STANDARDS TASK FORCE

A task force to study the Minimum Standards for Accredited Programs of Professional Nursing met for the first time on April 6, 1989 in Jefferson City, Missouri. Members of the task force are:

Joyce Neaves, Board Member
Peggy Ellis, Board Member
Jacqueline Hartz, Board Member
Marilyn Jacobs, Board Member
Barbara Clemence, BSN Representative
Nancy Carty, ADN Representative
Rebekah Wood, Diploma Representative

Ex-officio members include:

Florence Stillman, Board Staff
Pam Groose, Board Staff
Liane Pierson, Board Staff
Vada Arrowood, Board Staff
Patricia Alft, Board Member
Sara Rittman, Legal Council
Stephanie Karl, Legal Council

The creation of this committee grew from a need identified by the Board of Nursing with regards to interpretation of Minimum Standards. It was felt that the Minimum Standards were vague and generally unclear and in some instances, incorrect. Action to explore this further was started more than a year ago. At that time, sections of the Professional Minimum Standards were mailed to professional schools of nursing in Missouri for review and comments. Even though the responses were few, it was the general consensus that there is a need to rewrite the Minimum's rather than revise or attempt to clarify.

It is not the intent of the Board to change Minimum Standards to impact Nursing Education in Missouri, but rather to clarify what is meant by what is written. Some instances of areas needing possible revision are: clinical facility surveys, philosophy and objectives, school visits, faculty qualifications, etc.

Each committee member will review all of the comments which were submitted along with copies of Minimum Standards from contiguous states and other selected states. Areas will be identified that need to be either rewritten or revised.

The committee will meet again June 19, 1989 from 9:30 a.m., to 2:30 p.m., in room 400 of the Harry S Truman State Office Building, Jefferson City, Missouri. The meeting is open to the public and visitors are welcome.

VISIT WITH VADA

VADA ARROWOOD
NURSING EDUCATION COORDINATOR

There is presently a high level of interest in developing nursing programs which build upon prior learning. The National League for Nursing recently presented seminar on Educational Mobility, which I was fortunate to attend, focused on the needs for such programs and the problems associated with the development of such program. Dr. Margery Garbin, Vice President for Testing with NLN and Dr. Ann Gothler, Director of Council Affairs, Council of Baccalaureate and Higher Degree Programs with NLN were the workshop presenters. The statement, "Validation of prior learning is a major concern for today's nursing students and faculty", set the parameters of this timely seminar. "Students are actively seeking out programs which will recognize and award credit for prior learning" is evident in recent statistics. However, nurse educators are concerned with the quality and extent of that previous learning. "While educational mobility is a paramount concern, maintaining quality and ensuring academic competency is essential". The seminar's intent was to provide insight to:

1. the need for validation of prior cognitive achievement and clinical performance as a basis for attainment of curriculum outcomes
2. the methods to use in determining student placement
3. the criteria for selecting instruments to assess prior learning and performance

Dr. Margery Garbin began her presentation with statistics that provide evidence that the largest growth in nursing student enrollment is occurring in programs which build on learning that has occurred at a lower level, for example; R.N. into a Baccalaureate program and LPN into an Associate Degree program. The validity of granting credit is a complex issue and can take a chameleon effect when considering the problems of granting blanket credit for previous learning. The following questions must be completely satisfied before blanket credit could be appropriate.

1. the length of the program comparable to the appropriate level of learning?
2. the program's perspective maybe altered by its placement in high school, hospitals or community college?
3. is the curriculum content at the appropriate level?
4. is there a variation in number of credit/course hours? Often there is a high degree of variation in coursework.
5. is there an overlap of criteria
6. does experiential learning plug into identifiable courses of your curriculum?
7. does assessing require some type of evidence/performance.

VISIT WITH VADA CONTINUED

Dr. Gothler added there is an incredible diversity in nursing education. Programs are diverse in both content and clinical experiences. So you can not accept the idea that you know what type of learning and experiences the student brings with him/her. Gothler added that approximately 50% of all students in professional programs are Licensed Practical Nurses. However, some of them received their education in high schools, others in vocational/technical schools and still others were based in community colleges. It is inappropriate to assume they all had similar educational learning and experiences.

The most difficult problem occurs in the area of clinical experience. Most schools do not identify what is taught and learned in the clinical areas. The following exhibits some of the diversity that occurs in generic nursing programs:

PROGRAMS LEVELS	CLINICAL HOURS
LPN	1300 Average (Range 200 to 1700)
BSN	850 Average (Range 450 to 1300)
ADN	750 Average (Range 400 to 1100)
DIP	1800 Less than (Range 400 to 2700)
BSN (Completion)	60 - 500 Range (May not be supervised)

The inconsistency in clinical hours and content create problems for ladder programs, if such programs do not validate what learning has occurred. One example Dr. Gothler used was the amount of psychiatric experience included in some associate degree programs. In her research she discovered some programs reported six (6) weeks of clinical in this area, however, on closer examination the students had four (4) mornings of observation for six (6) weeks. This could be a major problem for a BSN program who granted blanket credit without validation.

There are external forces which may be influencing the granting of blanket credit. They may be in the form of legislation which makes blanket credit mandatory or the NCLEX test plan may influence blanket credit by the percentages assigned in each division. The American Council on Education evaluates educational experiences in the military and identifies the division and the amount of blanket credit a student should receive.

It is the position of this workshop and the National League for Nursing that validation of prior learning should precede the granting of credit.

FACULTY PLANNING FOR PLACEMENT OF STUDENTS WITH PREVIOUS EDUCATION AND EXPERIENCE IN NURSING

1. take into account the philosophy, purpose and academic
2. review the policies of the institution regarding admission and academic requirement for awarding a degree on the basis
3. consider the purposes, objectives and characteristics of the nursing program and its beliefs concerning individuality of students (liberal versus conservative)

VISIT WITH VADA CONTINUED

4. develop a plan for evaluation of students' previous learning/experience, both formal and informal, to assure proper placement and progression through a series of varied learning experiences
5. develop a SPECIFIC PLAN (nursing faculty)
 - a. identify the amount of credit in nursing that can be earned through evaluation
 - b. identify in what nursing courses the practice will apply
 - c. decide at what point in the program will evaluation for credit be required
 - d. select methods that can be developed to prepare students for the evaluation, for example, knowledge of the type of validation to be employed such as paper versus performance
 - (1) standardized testing
 - (2) simulation

There are various types of validation approaches. One method is portfolio analysis, standardized testing, clinical examinations, simulations, qualitative analysis and others. Once the method(s) has been selected, it may be decided that the student has a lot of content, but not enough in one or two areas to receive credit. A bridge course may be developed and built into the content that is going to be challenged with validation. In this type of course you provide the new framework and then evaluate the total content that includes the new learning. The bridge course provides the critical elements necessary for the student to make the transition from one role to a higher level while building on the prior learning.

A nursing education seeks to develop methods of attracting/serving today's potential nursing students, they must at least consider educational mobility and analyze how it might work in selected instances. I feel this seminar was syntactical in nature, pointing to the difficulties of developing such an option as well as providing suggestions on how nursing programs might validate the process.

MESSAGE FROM MELINDA

MELINDA SANDERS
COORDINATOR COMPLAINTS/DISCIPLINE

The busy RN and LPN renewal periods, the summer surge of graduate nurses and employers with lethargic licensure verification practices all create opportunities for nurse imposters. The past three to four months have seen an increase in the number of RN and LPN imposters reported to the Board office.

So you think that a nurse imposter would be easy to detect? That's exactly what one Director of Nursing told me when she discovered her newly hired night shift supervisor was a RN imposter. Imagine the shock a physician had when he discovered the "LPN", who had worked for eighteen months as his office nurse, was not licensed. Or, that the Director of Nursing at a facility had never completed a RN program, let alone obtained a license.

There are several reasons why this "scam" can be so successful. Some imposters were nursing students that fell short of completing a nursing program. Others may have been nursing assistants, aides or certified medication technicians for a number of years and feel they have the knowledge and skill level to assume the role of a licensed nurse. No matter what the case may be, if a current license is not requested or verified by an employer, the opportunities are endless for the imposter.

Every RN and LPN applicant should be asked to present a current license. Examine the license carefully for authenticity. The Board of Nursing welcomes calls from employers to the Board office at (314) 751-2334 to verify the license of every RN and LPN you are considering for employment. There is a lot that can happen to a license in a twelve month period of time which may not be evident by merely requesting to see the license. This will become particularly important in 1991 when nursing licenses will be issued for two year periods.

Another advantage to verifying licenses with the Board office is in regard to the Tort Reform Law and the Board of Nursing's Mandatory Reporting Rule (refer to the Spring, 1989 Newsletter). The Tort Reform law allows employers from hospitals and ambulatory surgical centers to receive information regarding nurses currently under investigation by the Board of Nursing, provided the complaint was initiated by a hospital or ambulatory surgical center. For example, if hospital "A" terminated Nancy Nurse for incompetency, and you are considering hiring this person at hospital "B", you would be told of the nurse's termination from hospital "A" and the nature of the complaint. The information on licensees currently under discipline with the Board is available to all nursing employers regardless of the type of facility involved. The only way the Board staff can determine when this information can be released and to whom is by verification of the license.

Therefore, the employer alert is ON! The following are guidelines for employers to consider when screening applicants for all RN and LPN positions. If at any time you question the validity of a RN or LPN license or need assistance in dealing with nursing applicants, please contact the Board office. If you have questions or concerns about the information available to

MESSAGE FROM MELINDA CONTINUED

you under the Tort Reform Law, please contact Melinda Sanders, Discipline Coordinator at the Board office.

In closing, I remind you that the Board welcomes your calls to verify RN and LPN licenses. Please don't allow your lax licensure verification practices to put a nurse imposter to work for you.

*****EMPLOYER ALERT*****

GUIDELINES FOR IMPOSTER IDENTIFICATION

Due to an increase in the number of falsified applications in this office and identified impostors, the Board is asking employer assistance in the procedure of verifying licensure prior to employment. Please call the Board of Nursing office and we can easily verify a temporary work permit or status of an individual within minutes.

SOME EXAMPLES OF WHAT MIGHT IDENTIFY AN IMPOSTOR:

1. Applying for a position when there is no indication that those individuals have worked in the capacity as that in which they are requesting employment.
2. Do not have a current Missouri license or temporary work permit.
3. Do not produce a license at interview and/or have continued excuses for not producing a license.
4. Job references are not in order when contacted.
5. Educational background is not correct. Example: Indicates receiving a BSN from a program which does not offer a BSN.
6. Fraudulent license, temporary permit, or letter of verification. We have received licenses from other states that have been "home made" and recently discovered nurse impostors possessing altered letters of verification and temporary permits from the Board office.

Please ask for several types of identifying information. If you have any questions about the authenticity of documents from the Board office, please call - WE ARE HERE TO SERVE YOU.

PROFESSIONAL AND PRACTICAL SCHOOLS

BOARD DECISIONS APRIL 3 - 6, 1989

PLATTE COUNTY AREA VOCATIONAL TECHNICAL SCHOOL, PLATTE CITY, MISSOURI.

REQUEST: Approval of proposal to establish an LPN Program.

DECISION: Approved.

MINGO JOB CORPS, PUXICO, MISSOURI.

REQUEST: Approval of proposal to establish an LPN Program.

DECISION: Approved.

LINCOLN UNIVERSITY, JEFFERSON CITY, MISSOURI.

REQUEST: Approval of proposal to establish a satellite ADN Program at Fort Leonard Wood Army Base.

DECISION: Approved.

ST. JOHN'S SCHOOL OF NURSING, SPRINGFIELD, MISSOURI.

REQUEST:

1. Approval of LPN Bridge Course.
2. Approval of Paramedic Bridge Program.
3. Approval for an increase in student enrollment.

DECISION: Approved.

LUTHERAN MEDICAL CENTER SCHOOL OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: Approval of proposal to change the present three (3) academic year diploma program to a two (2) calendar year diploma program.

DECISION: Approved.

ST. LOUIS COMMUNITY COLLEGE(S) AT MERAMEC, FLORISSANT VALLEY AND FOREST PARK, ST. LOUIS, MISSOURI.

REQUEST: Approval to establish an LPN Bridge Course.

DECISION: Approved.

SCHOOLS OF NURSING CONTINUED

ST. LUKE'S HOSPITAL SCHOOL OF NURSING, KANSAS CITY, MISSOURI.

REQUEST: Approval of proposal to establish an upper level division BSN Program.

DECISION: Approved.

DEACONESS COLLEGE OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: 1. Approval of proposal to establish an ADN Career Mobility Program.
2. Approval of proposal to establish NUR 214 LPN/BSN Bridge Course.

DECISION: Approved.

THREE RIVERS COMMUNITY COLLEGE, POPLAR BLUFF, MISSOURI.

REQUEST: Approval for use of Westwood Hills Health Care Center as an additional clinical facility.

DECISION: Approved.

SOUTH CENTRAL AVTS, PRACTICAL NURSING PROGRAM, WEST PLAINS, MISSOURI.

REQUEST: Approval for use of Missouri Family Health Care Clinic as an additional clinical facility for observation only.

DECISION: Approved.

MARYVILLE COLLEGE, ST. LOUIS, MISSOURI.

REQUEST: Approval for use of People's Health Care as an additional clinical facility.

DECISION Approved.

SOUTHWEST MISSOURI STATE UNIVERSITY, WEST PLAINS (CAMPUS) MISSOURI.

REQUEST: Request approval of proposed curriculum changes.

DECISION: Approved.

SCHOOLS OF NURSING CONTINUED

ROLLA PUBLIC SCHOOL'S AVTS, PRACTICAL NURSING PROGRAM, ROLLA, MISSOURI.

REQUEST: Approval of new student transcript which reflects curriculum rearrangement.

DECISION: Approved.

STATE FAIR COMMUNITY COLLEGE PRACTICAL NURSING PROGRAM, SEDALIA, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

MEXICO PRACTICAL NURSING PROGRAM, MEXICO, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

CENTRAL MISSOURI STATE UNIVERSITY, WARRENSBURG, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved.

UNIVERSITY OF MISSOURI, COLUMBIA, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

WILLIAM JEWELL COLLEGE, LIBERTY, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

BARNES HOSPITAL SCHOOL OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations and suggestions.

SCHOOLS OF NURSING CONTINUED

MISSOURI BAPTIST MEDICAL CENTER SCHOOL OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

SALINE COUNTY CAREER CENTER PRACTICAL NURSING PROGRAM, MARHSALL, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

NORTH CENTRAL MISSOURI COLLEGE PRACTICAL NURSING PROGRAM, TRENTON, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

NORTH CENTRAL MISSOURI COLLEGE ADN PROGRAM, TRENTON, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

WOODSONS CHILDREN'S PSYCHIATRIC HOSPITAL, ST. JOSEPH, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

CITADEL HEALTH CARE PAVILION, ST. JOSEPH, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

SAXTON'S RIVERSIDE CARE CENTER, ST. JOSEPH, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

SCHOOLS OF NURSING CONTINUED

GENTRY COUNTY MEMORIAL HOSPITAL, ALBANY, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

CANDLELIGHT CARE CENTER, COLUMBIA, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

WHISPERING OAKS HOSPITAL, JEFFERSON CITY, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

DELMAR GARDENS SOUTH, ST. LOUIS, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

ST. JOSEPH'S HOSPITAL WEST, ST. LOUIS, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

ST. MARY'S HOSPITAL OF BLUE SPRINGS, BLUE SPRINGS, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

TWO RIVER'S PSYCHIATRIC HOSPITAL, KANSAS CITY, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

SCHOOLS OF NURSING CONTINUED

OAKWOOD HOSPITAL, WINDSOR, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

VALLEY HOPE ALCOHOL REHABILITATION CENTER, BOONVILLE, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

RIVERDELL HEALTH CARE CENTER, BOONVILLE, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

BROOKFIELD NURSING CENTER, BROOKFIELD, MISSOURI.

REQUEST: Approval of initial site-survey report.

DECISION: Approved.

LPN/IV THERAPY DECISIONS

VETERAN'S ADMINISTRATION MEDICAL CENTER, ST. LOUIS, MISSOURI.

REQUEST: Request approval to lower the pass rate on the written portion of the LPN/IV Therapy Course from 75% to 70%.

DECISION: Denied.

DR IV THERAPY CONSULTING, ST. LOUIS, MISSOURI.

REQUEST: Approval for to use St. Louis University Medical Center and St. Anthony's Medical Center as additional sites to offer LPN/IV Therapy Course.

DECISION: Approved.

LPN/IV THERAPY COURSE DECISIONS CONTINUED

SOUTH BARRY COUNTY MEMORIAL HOSPITAL, CASSVILLE, MISSOURI.

REQUEST: Approval of proposed LPN/IV Therapy Course.

DECISION: Approved.

ARMY NURSE CORPS, FORT LEONARD WOOD ARMY HOSPITAL, FT. LEONARD WOOD, MISSOURI.

REQUEST: Approval of proposed LPN/IV Therapy Course.

DECISION: Approved.

SCHOOL REGISTRATION FEE

Annual Registration notices for all schools of nursing were mailed on April 20, 1989. The Board office has received a majority of responses accompanied with registration fees already. All schools must respond to this notice by June 1, 1989 to remain in compliance.

In the past the annual registration fees have accompanied the applications for continued accreditation, however, these two procedures no longer occur at the same time. To strengthen the distinction between these two procedures, the Board has decided to separate them. The applications for continued accreditation will be mailed to schools around September 1st as usual and the completed application is due in the Board of Nursing Office prior to October 15th.

NURSING PRACTICE DECISIONS

REQUEST May IV Certified LPN's connect premixed medication cassettes to PCA pump tubing? May they flush the PCA tubing and connect this to a venous inserted catheter?

DECISION IV Approved LPN's may connect premixed medication cassettes to PCA pump tubing. They may flush the PCA tubing and connect this to a venous inserted catheter provided the IV approved LPN does not program or set any function of the PCA infusion pump.

REQUEST: The Missouri State Board of Nursing implement regulations to provide certification of nurse midwives in lieu of certification by American College of Nurse Midwives.

DECISION: Nurse midwife certification is not currently within the purview of the Missouri State board of Nursing. However, the Board currently has an advanced practice task force in place to study the feasibility of regulation of advanced practice.

ADVANCED PRACTICE TASK FORCE

The members of the Advanced Practice Task Force met on March 18, 1989 at the Holiday Inn in Jefferson City, Missouri. The members of the Task Force reviewed the results of a survey sent to other states that regulate advanced practice. The members of the Task Force made the following decisions at this meeting: 1) The State Task Force develop a plan for identification of and criteria for advanced nursing practice. 2) The Task Force expand to include a member from NACOG and a member from NAPNAP.

The members of the Advanced Practice Task Force also met on May 15, 1989 at the Harry S Truman State Office Building, Jefferson City, Missouri. The following decisions were made at the meeting: 1) The Task Force not expand any further at this time. 2) The Task Force adopt a working document that states the definition of advanced clinical nursing practice is a nurse who is licensed as a registered professional nurse under the provisions of RSMO 335.11 to 335.096; and holds a masters degree in nursing or is currently certified for advanced nursing practice by a national certifying body whose certification program is recognized by the Board.

BOARD OF NURSING - REVISED FORMS

THE BOARD OF NURSING HAS BEEN WORKING ON ISSUING TAMPER PROOF FORMS FROM THIS OFFICE. THE NEW FORMS INCLUDE: VERIFICATION OF LICENSURE, TEMPORARY WORK PERMITS AND GRADUATE TEMPORARY WORK PERMITS. WHEN THE FORM IS ISSUED IT HAS A CLEAR PIECE OF TAPE OVER THE SECTION FOR DATE, NAME, ADDRESS AND CITY. THE BOARD SEAL IS ALSO AFFIXED TO THE FORM. THE PURPOSE OF THE TAPE IS TO MAKE IT IMPOSSIBLE TO ALTER ANY OF THE INFORMATION WITHOUT THE ALTERATION BEING OBVIOUS. FOLLOWING ARE COPIES OF THE NEW FORMS FOR YOUR INFORMATION:

GRADUATE TEMPORARY WORK PERMIT

RN - GREY LPN - BLUE



STATE OF MISSOURI
MISSOURI STATE BOARD OF NURSING
GRADUATE TEMPORARY PERMIT - PROFESSIONAL NURSE

P.O. BOX 656
JEFFERSON CITY, MISSOURI 65102
(314) 751-2334

ANY ALTERATION OR MUTILATION VOIDS THIS PERMIT

The Missouri State Board of Nursing verifies that the applicant named below has applied for licensure in Missouri as a Registered Professional Nurse by endorsement upon receipt of examination results and is a graduate of an accredited school of nursing.

This individual must function under proper supervision which is defined as, "The general overseeing and the authorizing to direct in any given situation. This includes orientation, initial and ongoing direction, procedural guidance, and periodic inspection and evaluation."

NAME OF APPLICANT		BOARD SEAL
DATE PERMIT ISSUED	EXAMINING STATE	
NOTE: This permit automatically expires upon receipt of the results of the first licensure examination administered after graduation, at which time a temporary permit will be issued if the candidate was successful on the examination.		
OFFICIAL SIGNATURE		

THIS DOCUMENT NOT VALID WITHOUT BOARD SEAL AND OFFICIAL SIGNATURE

MO 419-1554 (12-88)

TEMPORARY WORK PERMIT

RN - YELLOW LPN GREEN



STATE OF MISSOURI
MISSOURI STATE BOARD OF NURSING
TEMPORARY PERMIT - REGISTERED PROFESSIONAL NURSE

P.O. BOX 656
JEFFERSON CITY, MISSOURI 65102
(314) 751-2334

ANY ALTERATION OR MUTILATION VOIDS THIS PERMIT

The applicant named below may practice professional nursing in Missouri under this permit only while this permit is valid and only while the original of this permit is in the possession of the applicant.

The Missouri State Board of Nursing verifies that the applicant listed below has applied for licensure in Missouri as a Registered Professional Nurse by endorsement. The issuance of this permit does not necessarily mean this person will qualify for Missouri licensure.

NAME OF APPLICANT		BOARD SEAL
DATE PERMIT ISSUED	DATE PERMIT EXPIRES	
NOT VALID AFTER THIS DATE		
NOTE: This permit must be returned to the Missouri State Board of Nursing on the expiration date listed above, upon receipt of license, or upon notification that the temporary permit has been suspended or revoked.		
OFFICIAL SIGNATURE		

THIS DOCUMENT NOT VALID WITHOUT BOARD SEAL AND OFFICIAL SIGNATURE

O 419-1422 (9-87)

VERIFICATION OF LICENSURE FORM

RN - PINK LPN - GREEN



STATE OF MISSOURI
MISSOURI STATE BOARD OF NURSING
VERIFICATION OF LICENSURE - REGISTERED PROFESSIONAL NURSE

P.O. BOX 656
JEFFERSON CITY, MO 65102
(314) 751-2334

ANY ALTERATION OR MUTILATION VOIDS THIS VERIFICATION

The nurse named below is current and in good standing with the Missouri State Board of Nursing for the present renewal period of 1989-90 ending April 30, 1990. This verification may be used in place of the wallet size license.

TO ►	DATE	MISSOURI RN LICENSE NUMBER		BOARD SEAL
	NAME			
	ADDRESS (STREET AND NUMBER)			
	CITY	STATE	ZIP CODE	

THIS DOCUMENT NOT VALID WITHOUT BOARD SEAL

MO 419-1553 (12-88)

DISTRIBUTION: ORIGINAL/APPLICANT COPY/BOARD



DIRECTIONS TO THE MEETING OF THE MISSOURI STATE BOARD OF NURSING

East of the State via I-70

Exit at the Kingdom City-Highway 54 West-State Capitol Exit.
Proceed on Highway 54 West (You will cross the Missouri River Bridge).
Exit at the Highway 50 East Exit.
Proceed east on Highway 50 to the Broadway Street exit and turn left.
* (See below)

West of the State via I-70

Exit at the Highway 63 South-Jefferson City Exit (in Columbia).
Proceed south on Highway 63.
Exit at the Highway 54 West Exit (will cross the Missouri River Bridge).
Exit at the Highway 50 East exit.
Proceed east on Highway 50 to the Broadway Street exit and turn left.
* (See below).

West of the State via Highway 50

Proceed east on Highway 50 to the Broadway Street Exit.
Turn left at the stop light onto Broadway.
* (See below).

East of the State via Highway 50

Proceed west on Highway 50 to the Broadway Street Exit.
Turn right at the stop light onto Broadway.
* (See below).

* NOTE:

Continue on Broadway two (2) blocks to the corner of Broadway and High Streets.
The Truman Building is on your left. The meeting is being held in Room 400.
There is an Information Desk at each entrance, please ask for directions to Room 400.

Parking is very limited. Please allow time to search for parking. There are several parking lots and some on-street parking, but during business hours, they are usually occupied.

BOOKS OF CURRENT RNs AND LPNs

There are books available which list all Registered Professional Nurses and Licensed Practical Nurses currently licensed in the State of Missouri. Anyone wishing a copy of one of these books must send a letter of request along with a fee of \$22.50 for RN, \$15.00 LPN, check or money order to:

Mary Neutzler
Missouri Department of Health
Health Statistics
P.O. Box 570
Jefferson City, MO 65102 Phone number (314) 751-6279

DISCIPLINARY ACTION

DISCIPLINARY HEARING

RN059286: ORDER DATED APRIL 13, 1989. REVOKED.

While employed as a registered nurse licensee signed out 75mg of demerol, placed the demerol in a tubex holder, then drew phenergan into the same syringe. Chemical analysis of contents revealed 48mg/ml phenergan and traces of demerol. Licensee also signed out demerol 75mg for a patient in ICU. The patient never received the dosage. Licensee administered demerol to self or in the alternative failed to properly document its administration in violation of proper nursing procedure.

VIOLATION HEARINGS

PND14956: ORDER DATED APRIL 26, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MAY 28, 1989 TO MAY 28, 1991.

Licensee is on probation by the Board. Urine sample tested positive and supported the presence of amphetamine, cocaine, barbiturate and propoxyphene. Neither a prescription nor over-the-counter drug would contain cocaine or test positive for cocaine.

RN103244: ORDER DATED APRIL 13, 1989. REVOKED.

Licensee violated terms of consent agreement by failing to submit evidence of weekly AA or NA attendance and falsifying an employer evaluation letter.

RN084340: ORDER DATED APRIL 13, 1989. REVOKED.

Licensee failed to comply with the terms of the consent agreement by failing to appear and submit required documentation for the Board's winter 1989 meeting.

PND41314: ORDER DATED APRIL 13, 1989. REVOKED.

Licensee violated terms of consent agreement with the Board dated December 7, 1988, by failing to appear and submit required documentation for the Board's January, 1989 meeting.

OTHER DISCIPLINARY ACTION

PNO28572: CONSENT AGREEMENT DATED MAY 3, 1989. SUSPENDED FOR SIX MONTHS EFFECTIVE MAY 5, 1989 THROUGH NOVEMBER 3, 1989. PROBATION FOR THREE YEARS EFFECTIVE NOVEMBER 3, 1989 THROUGH NOVEMBER 3, 1992.

Licensee entered into a consent agreement with the Board effective June 22, 1988. The licensee met with the Board on April 5, 1989, but failed to provide the required documentation in a timely fashion.

RNO88650: CONSENT AGREEMENT DATED MAY 3, 1989. VOLUNTARY SURRENDER.

Licensee suffers from primary degenerative dementia which results in the inability to learn and retain medical and patient care information.

RNO81063: CONSENT AGREEMENT DATED APRIL 19, 1989. REVOKED. ORDER OF REVOCATION STAYED. SUSPENDED FOR SIX MONTHS EFFECTIVE APRIL 19, 1989 THROUGH OCTOBER 19, 1989. PROBATION FOR TWO YEARS EFFECTIVE OCTOBER 19, 1989 THROUGH OCTOBER 19, 1991.

While placed as a registered nurse on a home health care assignment, the licensee misappropriated halcion and xanax from the medication supplies of the patient and self-administered these medications while on duty.

PNO35190: CONSENT AGREEMENT DATED APRIL 20, 1989. REVOKED. ORDER OF REVOCATION STAYED. SUSPENDED FOR ONE YEAR EFFECTIVE APRIL 20, 1989 THROUGH APRIL 20, 1990. PROBATION FOR TWO YEARS EFFECTIVE APRIL 20, 1990 THROUGH APRIL 20, 1992.

While employed as a licensed practical nurse the licensee misappropriated tylenol #4 from the facility supplies for self use. The licensee concealed the misappropriation of tylenol #4 by substituting plain tylenol or tylenol #3.

RN11190: CONSENT AGREEMENT DATED MARCH 9, 1989. PROBATION FOR TWO YEARS EFFECTIVE MARCH 9, 1989 THROUGH MARCH 9, 1991.

While employed as a registered nurse the licensee used demerol to an extent that it impaired the ability to function.

RNO60586: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

The licensee misappropriated anaprox from hospital supplies for self-administration. The licensee also slept while on duty in the labor and delivery and post partum areas of the hospital.

OTHER DISCIPLINARY ACTION TAKEN BY THE BOARD CONTINUED

PNO28117: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. SUSPENDED FOR ONE YEAR EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1990. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1990 THROUGH MARCH 23, 1992.

The licensee has abused prescription medications and street drugs. The licensee obtained some of these drugs through misappropriation from the supplies of the hospital where licensee was employed.

PNO39321: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

While employed as a practical nurse the licensee misappropriated demerol from the supplies of the hospital and self-administered the demerol.

PNO36549: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

While employed as a licensed practical nurse by a correctional facility, licensee brought marijuana to an incarcerated inmate. The licensee entered a plea of guilty to a reduced charge of misdemeanor distribution of marijuana.

RN100614: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

Licensee began using stadol as a prescription drug and gradually began misappropriating the drug from her employer for self-administration as she increased the quantity of medication used. Licensee also misappropriated prescription forms from her employer and forged prescriptions for valium. Licensee was arrested for shop lifting and for being illegally in possession of marijuana and valium.

RNO89269: CONESENT AGREEMENT DATED APRIL 20, 1989. CENSURED.

Licensee was involuntarily terminated after a hospital audit revealed several discrepancies involving the licensee's charting of narcotics.

OTHER DISCIPLINARY ACTION TAKEN BY THE BOARD CONTINUED

PN028117: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. SUSPENDED FOR ONE YEAR EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1990. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1990 THROUGH MARCH 23, 1992.

The licensee has abused prescription medications and street drugs. The licensee obtained some of these drugs through misappropriation from the supplies of the hospital where licensee was employed.

PN039321: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

While employed as a practical nurse the licensee misappropriated demerol from the supplies of the hospital and self-administered the demerol.

PN036549: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

While employed as a licensed practical nurse by a correctional facility, licensee brought marijuana to an incarcerated inmate. The licensee entered a plea of guilty to a reduced charge of misdemeanor distribution of marijuana.

RN100614: CONSENT AGREEMENT DATED MARCH 23, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE MARCH 23, 1989 THROUGH MARCH 23, 1991.

Licensee began using stadol as a prescription drug and gradually began misappropriating the drug from her employer for self-administration as she increased the quantity of medication used. Licensee also misappropriated prescription forms from her employer and forged prescriptions for valium. Licensee was arrested for shop lifting and for being illegally in possession of marijuana and valium.

RN089269: CONSENT AGREEMENT DATED APRIL 20, 1989. CENSURED.

Licensee was involuntarily terminated after a hospital audit revealed several discrepancies involving the licensee's charting of narcotics.

Bruce Dunbar

OTHER DISCIPLINARY ACTION TAKEN BY THE BOARD CONTINUED

RN092423: SETTLEMENT DATED MAY 1, 1989. REVOKED.

While employed as a registered nurse, licensee failed to properly chart a code blue, notify the code blue patient's attending cardiologist, failed to properly defibrillate or perform CPR on a code blue patient, and made several medication errors.

RN109506: CONSENT AGREEMENT DATED MAY 16, 1989. PROBATION FOR TWO YEARS EFFECTIVE MAY 16, 1989 THROUGH MAY 16, 1991.

While employed as a registered nurse, licensee misappropriated demerol from hospital supplies for self use.

RN068533: CONSENT AGREEMENT DATED MAY 16, 1989. ADDITIONAL YEAR OF PROBATION EFFECTIVE MAY 16, 1989 THROUGH APRIL 19, 1991.

While employed as a registered nurse, licensee relapsed and misappropriated demerol from hospital supplies for self use.

PROBATION COMPLETED

THE FOLLOWING INDIVIDUALS HAVE COMPLETED PROBATION WITH THE BOARD OF NURSING

<u>LICENSE NUMBER</u>	<u>NAME</u>	<u>DATE OF COMPLETION</u>
RN081657	Renee Bruner Dean	March 25, 1989
RN066454	Joanne Byrd	March 16, 1989
PN026612	Melvia Tipton	March 25, 1989
PN028992	Mary L. Whitsell	March 18, 1989
RN091662	Rebecca Sudholt	April 14, 1989
RN071334	Dwight David Cartier	April 14, 1989
RN070276	Daniel Hoban	April 16, 1989
RN070131	Katherine Glass	April 14, 1989
RN063184	Douglas R. Grob	April 16, 1989
RN094509	Christopher Long	April 05, 1989
RN071495	Lorette Parks	May 01, 1989

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Allen, Alicia	LPN	040275	Probation	01/28/88 to 01/28/90
Aschbacher, James	RN	074628	Suspended	06/23/86 to 12/23/86
			Probation	12/23/86 to 12/23/89
Aubrey, Elizabeth	LPN	031222	Probation	03/17/88 to 03/17/90
Bacon, Joseph	LPN	031878	Revoked	06/30/88
Barker, Susan	RN	108415	Probation	11/16/87 to 11/16/89
Barnes, Diane	RN	096192	Probation	11/12/87 to 11/12/91
Barnes, Willow	RN	070118	Probation	08/12/87 to 08/12/89
Barnhurst, Katherine	LPN	037886	Probation	01/23/89 to 01/23/91
Bartee, Kathleen K.	RN	088610	Probation	11/06/87 to 11/06/91
Beasley, Betty	RN	084518	Revoked	04/25/88
Benedict, Deborah	LPN	030814	Probation	01/28/88 to 01/28/91
Bennett, Cynthia	RN	074728	Revoked	10/14/88
Bower, Evelyn	LPN	028227	Probation	04/05/88 to 04/05/90
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Brainer, Janice	RN	111990	Probation	03/09/89 to 03/09/91
Bratcher, Carolyn Brink	LPN	024561	Probation	02/09/88 to 02/09/90
Brombolich, Mary	RN	072821	Suspended	07/01/87 to 01/01/88
			Probation	01/01/88 to 01/01/91
Brown, Janice	RN	061847	Probation	08/22/88 to 08/22/90
Buck, Obie, Jr.	LPN	031675	Probation	11/17/86 to 11/17/89
Buckner, Linda	RN	068342	Revoked	10/14/88
Burgoyne, Richard	RN	099704	Probation	02/10/88 to 02/10/91
Carter, Geraldean	LPN	025574	Suspended	02/23/89 to 02/23/90
			Probation	02/23/90 to 02/23/92
Cathey, Etta Mae Henderson	RN	058883	Revoked	08/21/87
Christeson, Katherine	LPN	035675	Probation	02/26/88 to 02/26/90
Clark, Kimberly (Smith)	RN	079372	Probation	12/21/88 to 12/21/91
Clark, Sue	RN	045475	Suspended	08/05/87 to 02/05/88
			Probation	02/05/88 to 02/05/91
Cloud, Michael	LPN	035746	Probation	12/16/88 to 12/16/90
Coleman, Elizabeth	RN	051941	Revoked	06/30/88
Collins, Janice	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Cooper, Brenda	LPN	015252	Revoked	11/03/87
Cobb, Lynne	RN	064592	Probation	06/06/86 to 06/06/89
Crane, Rebecca Baxter	RN	101965	Probation	03/21/88 to 03/21/91
Crawford, Gloria J.	LPN	025303	Probation	One Year From Date Renewed
Crider, Rebecca	LPN	041314	Revoked	04/13/89
Crum, Gary	RN	102606	Revoked	08/26/88
Curtis, Iva Pauline	LPN	022588	Revoked	11/03/87
Cyprian, Glenda	RN	088436	Suspended	08/22/88 to 02/22/89
			Probation	02/22/89 to 02/22/91
Daniels, Becky	RN	089193	Probation	01/28/88 to 01/28/90
Deren, Tonia Sue	LPN	037134	Probation	12/14/88 to 12/14/90
DeWitt, Linda	RN	078948	Probation	01/28/87 to 01/28/90

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Dignan, Nancy	RN	100851	Revoked	01/30/89
Dowdell, Donna	RN	098666	Probation	09/02/88 to 09/02/91
Doyebi, Sherry	RN	109506	Probation	05/06/89 to 05/16/91
Drury, Charlene J. Brackett	RN	105112	Suspended	11/06/86 to 05/06/87
			Probation	05/06/87 to 05/06/92
Dunlap, Robert Lee	LPN	036549	Probation	03/23/89 to 03/23/91
Eldridge, Raymond	RN	079239	Probation	08/22/88 to 08/22/90
Embree, Jerry	RN	096160	Suspended	04/26/88 to 04/26/89
			Probation	04/26/89 to 04/26/91
Essary, Susan	LPN	022633	Probation	04/20/87 to 04/20/90
Farrow, Michelle	RN	085540	Voluntary Surrender	09/13/88
Fetters, James	RN	101269	Suspended	07/27/88 to 07/27/89
			Probation	07/27/89 to 07/27/91
Fiedler, Loretta Ann	RN	034969	Probation	02/05/88 to 02/05/90
Fiscus, Mary Catherine	RN	087624	Probation	01/20/88 to 01/20/91
Flavin, Rachael	RN	100614	Probation	03/23/89 to 03/23/91
Flowers, Charles	RN	045212	Suspended	04/14/86 to 10/14/86
			Probation	10/14/86 to 10/14/89
Floyd, Carolyn	RN	084340	Revoked	04/13/89
Forest, Robert G.	LPN	035176	Probation	02/05/88 to 02/05/90
Foulon, Thomas, Jr.	RN	069674	Probation	09/08/87 to 09/08/90
Fox, Beverly Ellerbrook	LPN	039413	Revoked	12/05/88
Franklin, David Mark	RN	090577	Probation	08/13/85 to 08/13/88
Fronick, Karen	RN	062553	Probation	10/30/87 to 10/30/90
Frye, Jane	RN	085384	Probation	10/26/87 to 10/26/89
Fugate, Judy Marie	RN	082748	Probation	10/01/86 to 10/01/89
Funk, Sherry	RN	093729	Probation	08/03/87 to 08/03/90
Gaffney, Tina	RN	084712	Suspended	09/22/87 to 09/22/88
			Probation	09/22/88 to 09/22/91
Gajewski, Ronald A.	RN	071505	Probation	02/05/88 to 02/05/91
Gawles, Robert	RN	101324	Probation	04/27/88 to 04/27/90
Ghys, Barbara	RN	092759	Probation	12/05/88 to 12/05/90
Gray, Stuart	RN	111006	Probation	08/24/88 to 08/24/90
Griggs, Joe David	RN	105033	Revoked	04/05/88
Haggard, Donald	LPN	02405	Revoked	01/23/89
Hardridge, Edna Lomax	LPN	039259	Probation	05/18/87 to 05/18/89
Hays, Randall	RN	098049	Revoked	05/19/88
Helferstay, Ronald	RN	082645	Probation	06/09/86 to 06/09/89
Hodgson, Mary Ruth	RN	081533	Suspended	01/24/86 to 01/24/88
			Probation	01/24/88 to 01/24/91
Hoffelt, Donald	RN	088650	Voluntary Surrender	05/03/89
Hoffman, Sandra	LPN	032816	Probation	08/22/88 to 08/22/90
Holland, Gwendolyn	RN	095077	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Houle, Patricia	RN	111657	Probation	12/07/88 to 12/07/90
Huffman, Charles	RN	042981	Suspended	04/05/88 to 04/05/90
			Probation	04/05/90 to 04/05/93
Hunter, Maryan Al-Ghofoor*	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Hunter, Maryan Al-Ghofoor: Also known as - Smith, Maryan

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

NAME	TYPE	NUMBER	ACTION	EFFECTIVE DATES
Ingrassia, Connie	RN	049423	Probation	08/08/86 to 08/08/89
Isaacs, Kelley	LPN	036242	Probation	02/01/89 to 02/01/91
Jessip, Roberta	LPN	029537	Suspended	02/05/88 to 02/05/89
			Probation	02/05/89 to 02/05/91
Johnson, Eva Whitener	LPN	012871	Revoked	02/05/88
Jones, Judith Ann	LPN	039321	Probation	03/23/89 to 03/23/91
Jones, Gary David	LPN	031887	Revoked	04/14/88
Jones, Martha	RN	070400	Probation	10/26/87 to 10/26/89
Kirby, Bridgette	LPN	037026	Revoked	04/25/88
Kuehn, Mabel	RN	059286	Revoked	04/13/89
Kumm, Bryan	RN	095976	Probation	01/28/88 to 01/28/91
Kuenker, Lisa	RN	064126	Suspended	07/18/88 to 07/18/89
			Probation	07/18/89 to 07/18/81
Lambert, Janet	LPN	020159	Revoked	10/26/87
Lavinder, Mark	RN	098248	Revoked	07/17/88
Lay, Alice	LPN	026858	Suspended	08/23/87 to 02/23/88
			Probation	02/23/88 to 02/23/91
Leas, Jennifer Rittman	RN	069657	Probation	04/10/86 to 04/10/90
Lewenczuk, Marie	LPN	041342	Probation	12/30/88 to 12/30/90
Littlepage, Richard	LPN	037076	Revoked	02/05/88
Logan, Linda Mattli	RN	081553	Probation	10/16/85 to 10/16/89
Long, April	RN	058896	Probation	07/22/87 to 07/22/90
Long, Tana Wright	RN	094103	Revoked	11/03/87
Lukefahr, Karen	RN	079612	Probation	02/10/89 to 02/10/90
McClain, Nadene Helton	LPN	026753	Suspended	08/25/86 to 08/25/89
			Probation	08/25/89 to 08/25/92
McCleary, Augustine M.	LPN	028572	Suspended	02/03/89 to 11/03/89
			Probation	11/03/89 to 11/03/92
McCroskey, Jack	RN	063334	Probation	02/22/89 to 02/22/91
McIntosh, Faith	LPN	033421	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Marti, Gloria Sue	LPN	011916	Suspended	02/09/88 to (*see below)
Mayfield, Jennie	RN	109935	Probation	08/22/88 to 08/22/90
Meehan, Beverly	RN	090059	Probation	09/21/87 to 09/21/90
Messic-Shadwell, Rosemary	RN	079895	Probation	12/05/88 to 12/05/90
Miller, Carol Ann	LPN	030405	Probation	04/16/87 to 04/16/90
Miller, Gregory	RN	066844	Revoked	10/13/88
Mitchell, Lavonda	LPN	032588	Revoked	01/30/89
Moix, Margie Dean	RN	043034	Voluntary Surrender	11/02/88
Moody, Edwund	LPN	027657	Revoked	04/29/88
Morrow, William Jr.	RN	099683	Probation	06/08/88 to 06/08/90
Morton, Sandra	RN	086593	Probation	02/10/88 to 02/10/90
Murphy, Howard	RN	067285	Probation	01/12/88 to 01/12/91
Nolie, Russell	RN	072865	Probation	09/03/86 to 09/03/89
Notheis, Rose	RN	044744	Suspended	01/04/89 to 01/04/90
			Probation	01/04/90 to 01/04/93
Novinger, Patsy	RN	099815	and	
	PN	016967	Probation	04/25/88 to 04/25/90

*Until notification is received indicating license has been cleared in:

Marti, Gloria Sue . . . Florida

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Orine, Margaret	RN	060586	Probation	03/23/89 to 03/23/91
Panzica, Jamie	RN	094651	Probation	08/13/87 to 08/13/90
Paradise, Maria	RN	103244	Revoked	04/13/89
Parker, Penny	RN	048257	Probation	01/12/88 to 01/12/91
Payne, Deborah	LPN	028374	Revoked	09/28/87
Petrasek, Pamela	RN	099281	Revoked	08/21/87
Preston, Laura	PN	035190	Suspended	04/20/89 to 04/20/90
			Probation	04/20/90 to 04/20/92
Priefer, Dormalee Misemer	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Respress, Renee	RN	094740	Suspended	02/22/89 to 08/22/89
			Probation	08/22/89 to 08/22/91
Reynaud, Janet	RN	076580	Probation	02/17/89 to 02/17/90
Reynolds, Linda	RN	067157	Probation	06/09/88 to 06/09/90
Rhoads, Luella Fay	RN	091257	Probation	02/09/88 to 02/09/91
Rhodes, Jill Neupert	LPN	022734	Revoked	11/03/87
Rice-Swilling, Remeal	RN	070203	Probation	12/05/88 to 12/05/90
Rigby, Joan	RN	081253	Probation	03/24/88 to (*see below)
Rippey, Louise	RN	094421	Suspended	04/21/86 to 04/21/87
			Probation	04/21/87 to 04/21/90
Rodewald, Martha	RN	106176	Probation	12/07/88 to 12/07/90
Roelling, Sharon	RN	098019	Probation	02/17/89 to 02/17/90
Rothenheber, Mary Rose	LPN	019806	Probation	03/14/88 to 03/14/90
Salas, Cynthia	LPN	031085	Probation	11/19/86 to 11/19/90
Sassi, Barbara	RN	092423	Revoked	05/01/89
Schuster, Thomas	RN	081284	Probation	09/11/87 to 09/11/90
Schwartz, Janice	RN	065512	Probation	02/23/89 to 02/23/91
Scroggins, John Perry	RN	091101	Suspended	01/28/88 to 01/28/91
			Probation	01/28/91 to 01/28/96
Searcy, Dick	RN	067578	Revoked	10/14/88
Semple, Deborah Ochoa	RN	078157	Suspended	10/08/86 to 10/08/87
			Probation	10/08/87 to 10/08/90
Shaffer, Kathleen	RN	081063	Suspended	04/19/89 to 10/19/89
			Probation	10/19/89 to 10/19/91
Shanahan, Mary	RN	095104	Probation	08/21/87 to 08/21/89
Sharp, Marcelay	RN	098336	Suspended	10/05/87 to 04/05/88
			Probation	04/05/88 to 08/13/90
Shaw, Juanita G	PN	028227	Probation	12/05/88 to 12/05/89
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Maryan**	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Michael	LPN	031266	Probation	05/27/88 to 05/27/92
Sooter, Martha	RN	064567	Probation	09/12/86 to 09/12/89
Spera, Kevin	RN	091153	Probation	02/09/88 to 02/09/91

*Until notification is received indicating license has been cleared in:

Rigby, Joan. Iowa

**Smith, Maryan: Also known as - Hunter, Maryan Al-Ghofoor

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

Steadman, Wanda	RN	108873	Probation	04/15/88 to 04/15/90
Steckel, Shari	RN	067804	Suspended	11/02/88
Stenberg, Beverly	LPN	039413	Probation	06/17/87 to 06/17/89
Stough, Barbara	RN	096449	Probation	05/13/87 to 05/13/90
Sullivan, Linda	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Swiderski, Kathryn	RN	073398	Probation	06/15/88 to 06/15/90
Thomas, Patti Blevins	LPN	027500	Suspended	04/21/87 to 10/21/87
			Probation	10/21/87 to 10/21/90
Thompson, C. Raymond	RN	075561	Revoked	09/08/87
Thuet, Barbara	RN	067063	Probation	08/29/86 to 08/29/89
Thurman, Vera	RN	031037	Voluntary Surrender of License	
Topping, Mary Ann	RN	068533	Suspended	04/16/87 to 01/01/88
			Probation	01/01/88 to 04/16/91
Townzen, Bruce	RN	094940	Probation	12/14/88 to 12/14/90
Trichell, Elizabeth	RN	097990	Suspended	01/28/87 to *(see below)
Tucker, Sheila	RN	103778	Probation	01/12/88 to 01/12/90
Tweedie, Carolyn Tidmus	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Tye, Jennifer	RN	089127	Suspended	08/31/87 to 11/01/87
			Probation	11/01/87 to 08/31/91
Tyler, Alice D	PN	028117	Suspended	03/23/89 to 03/23/90
			Probation	03/23/90 to 03/23/92
Utlaut, Sonja	RN	091251	Probation	12/05/88 to 12/05/90
Vanderent, Lori	LPN	037161	Suspended	12/20/88 to 12/20/90
			Probation	12/20/90 to 12/20/92
Vohsen, Sharon	RN	080052	Suspended	09/10/87 to 03/10/88
			Probation	03/10/88 to 03/10/91
Wagoner, Deborah Dee	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Walden, James Adair	RN	92291	Probation	01/13/89 to 01/13/92
Warmboldt, Deborah	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Warren, Josephine	LPN	035933	Probation	03/04/88 to 03/04/90
Warrington, Susan	RN	054346	Revoked	10/14/88
Welch, Karen	RN	092069	Suspended	01/26/88 to 07/26/88
			Probation	07/26/88 to 07/26/91
Welker, Sandra Tabaka	RN	076837	Revoked	02/24/87
Williams, Dorothy	RN	083745	Revoked	10/14/88
Womelduff, Sage	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Woods, Judy	RN	092715	Probation	11/08/88 to 11/08/90
Woodson, Beverly	RN	052203	Probation	11/02/88 to 11/02/88
Yocum, Paulette Lampkins	LPN	014956	Probation	05/28/89 to 05/28/91
Young, Suzanne	LPN	024328	Probation	12/16/88 *see below
Zacha, Kimberly Neighbors	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Until notification is received indicating license has been cleared in:

Trichell, Elizabeth . . . Oklahoma

*Suzanne Young, LPN 024328 Until completion of probation with the Department of Corrections.

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